

Meeting of the University Academy of Engineering School Advisory Board

4.00 pm on Thursday, 10 October 2019
in Trafalgar Street, London SE17 2TP

Agenda

<i>No.</i>	<i>Item</i>	<i>Pages</i>	<i>Presenter</i>
12.	SBA employment engagement survey feedback update	3 - 16	CM

Date of next meeting
4.00 pm on Thursday, 7 November 2019

Members: Chris Mallaband (Chair), Veronica Allen, Elizabeth Adeyemi, Safia Barikzai, Alex Drake (Vice-Chair), Karen Fowler, Philipp Herzberg, Zakir Matin, Lesley Morrison, Tony Roberts and John Taylor

In attendance: Alexander Enibe

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LSBU Group Survey 2019

Survey closed 5 July 2019

Filter selection: Level2 Structure: South Bank Academies, Level3
Structure: University Academy of Engineering South Bank

Responses: 45

Response rate: 48%

Comparator: Survey Overall

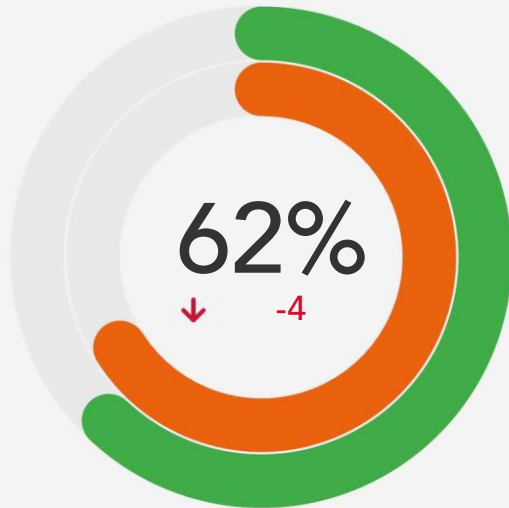


What is our Engagement score?



The Engagement score is 62%, which is low when compared with the norms for Survey Overall

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● Your score ● Survey Overall norm

Items comprising the Engagement score

Question	Response favourability	Comparison
I am proud to work for LSBU/the College/the Academy	64% Favourable, 33% Neutral, 2% Unfavourable	-6
I feel a strong sense of belonging to LSBU/the College/the Academy	64% Favourable, 20% Neutral, 16% Unfavourable	+2
I feel committed to LSBU/the College/the Academy's goals	80% Favourable, 13% Neutral, 7% Unfavourable	+6
I would recommend LSBU/the College/the Academy as a great place to work	33% Favourable, 49% Neutral, 18% Unfavourable	-19
Working at LSBU/the College/the Academy makes me want to do the best work I can	69% Favourable, 24% Neutral, 7% Unfavourable	-4

● Favourable ● Neutral ● Unfavourable

What are our Theme scores?



Average scores for questions grouped by a common theme

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Themes	Response favourability			Comparison
My Role and Environment	61%	23%	16%	
Teamwork	53%	27%	20%	-10
Wellbeing	46%	30%	24%	-6
Learning and Development	44%	27%	30%	+1
Diversity and Inclusion	60%	30%	10%	-3
My Line Manager	67%	17%	16%	+5
Leadership	38%	44%	17%	-1
Engagement	62%	28%	10%	-4
Working for the LSBU Group	38%	42%	20%	+2
Taking Action	36%	40%	24%	-5

● Favourable ● Neutral ● Unfavourable

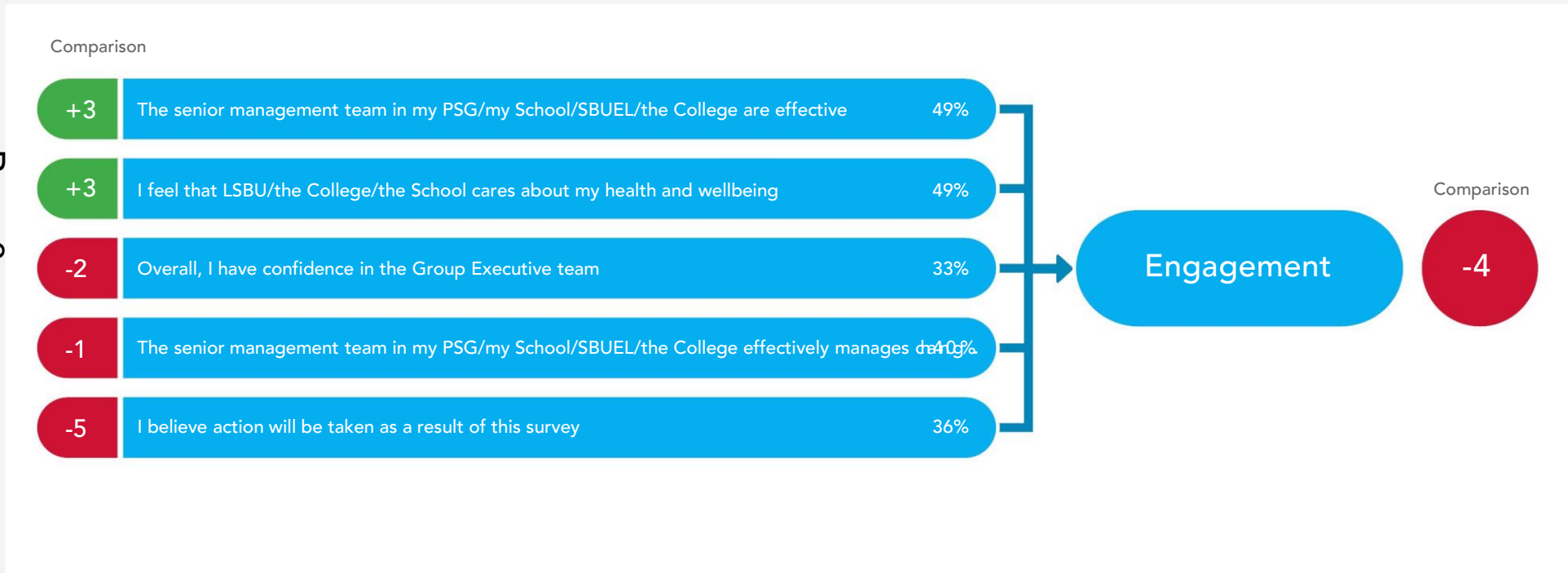
What is driving our Engagement score?



Key drivers

These 5 items have the strongest relationship with Engagement. Improvements in these are likely to have the biggest impact.

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What are our comparative strengths?



These 5 results are the strongest when compared with the norms for Survey Overall

Impact	Question	Theme	Response favourability	Comparison
	I feel that being part of the wider LSBU Group will be good for me personally	Working for the LSBU Group	<p>60% 31% 9%</p>	+18
	Poor performance is dealt with effectively by my line manager	My Line Manager	<p>62% 22% 16%</p>	+14
	I feel that being part of the wider LSBU Group will improve LSBU/the College/the Academy as a place to work	Working for the LSBU Group	<p>56% 40% 4%</p>	+7
	I feel a sense of belonging to the LSBU Group	Working for the LSBU Group	<p>31% 56% 13%</p>	+7
	The learning and development I have received is helping me to develop my career	Learning and Development	<p>51% 22% 27%</p>	+7

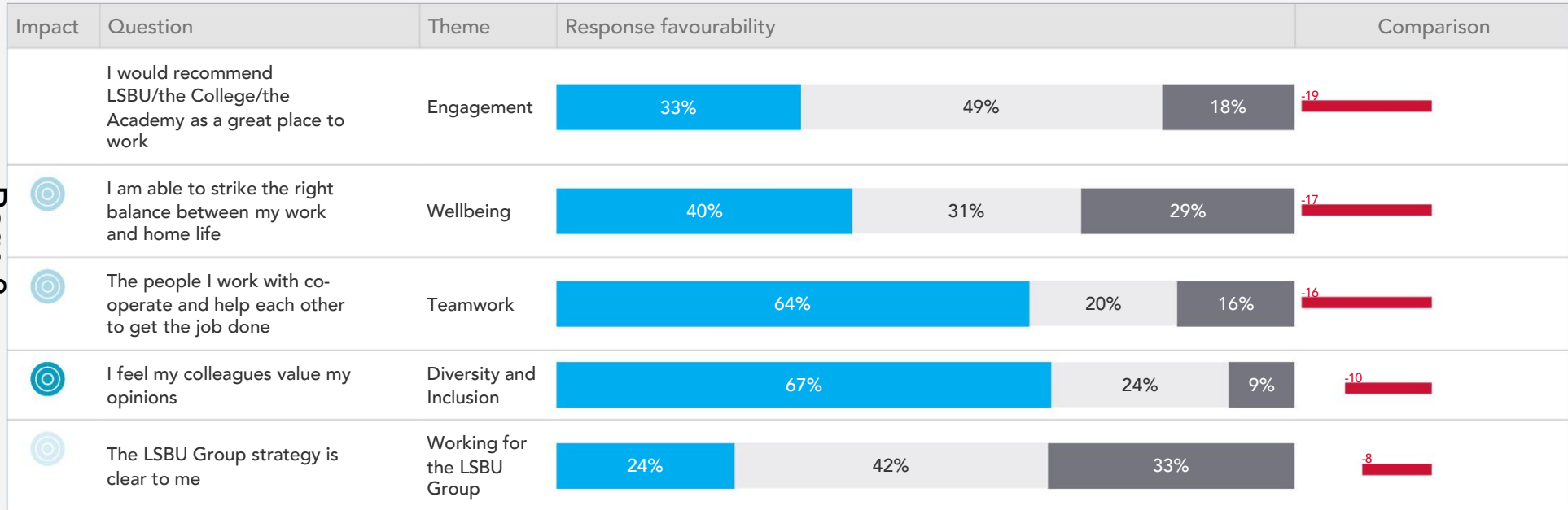
● Favourable
 ● Neutral
 ● Unfavourable

What are our comparative weaknesses?



These 5 results are the weakest (or least strong) when compared with the norms for Survey Overall

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● Favourable ● Neutral ● Unfavourable

What are our highest scoring questions?



These 5 items are the highest scoring in the survey

Impact	Question	Theme	Response favourability			Comparison
	I feel committed to LSBU/the College/the Academy's goals	Engagement	80%	13%	7%	+6
🎯	I can be myself at work without worrying about if or how I will be accepted	Diversity and Inclusion	78%	16%	7%	+1
🎯	I have a clear understanding of the goals and objectives of my PSG/my School/SBUEL/the College	My Role and Environment	71%	20%	9%	+2
🎯	I have clear, measurable work objectives	My Role and Environment	71%	16%	13%	+2
🎯	My line manager encourages me to contribute to decision making	My Line Manager	71%	16%	13%	-3

● Favourable ● Neutral ● Unfavourable

What are our lowest scoring questions?



These 5 items are the lowest scoring in the survey

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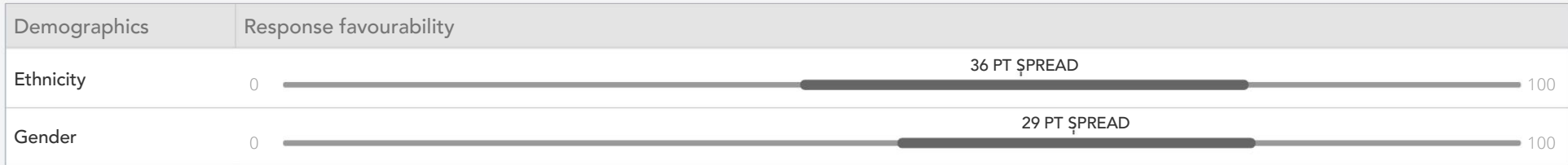
Impact	Question	Theme	Response favourability			Comparison
🎯	It is clear to me how other parts of the LSBU Group operate	Working for the LSBU Group	16%	40%	44%	-4
🎯	There is good co-operation between my institution and other parts of the LSBU Group	Working for the LSBU Group	22%	47%	31%	-5
🎯	The LSBU Group strategy is clear to me	Working for the LSBU Group	24%	42%	33%	-8
🎯	The Group Executive team are sufficiently engaged in my PSG/my School/SBUEL/the College	Leadership	31%	58%	11%	-3
🎯	I feel a sense of belonging to the LSBU Group	Working for the LSBU Group	31%	56%	13%	+7

● Favourable ● Neutral ● Unfavourable

Which demographics affect our Engagement score?



The 2 demographics most impacting Engagement are:



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Snapshot:

Ethnicity - has an overall variation in Engagement of 36 PTs, with the highest scoring item being White - British with 78% and the lowest scoring item being Prefer not to say with 42%.

Gender - has an overall variation in Engagement of 29 PTs, with the highest scoring item being Male with 79% and the lowest scoring item being Female with 50%.

From an action planning perspective, consider whether best practice exists in the higher scoring areas that can be shared elsewhere.

What are our people saying?



What is the best thing about working here?

The wordcloud shows the words most frequently used by your people in response to this question, with their font size corresponding to their frequency of use. The 5 words most frequently used are also shown below.

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Top 5 keywords

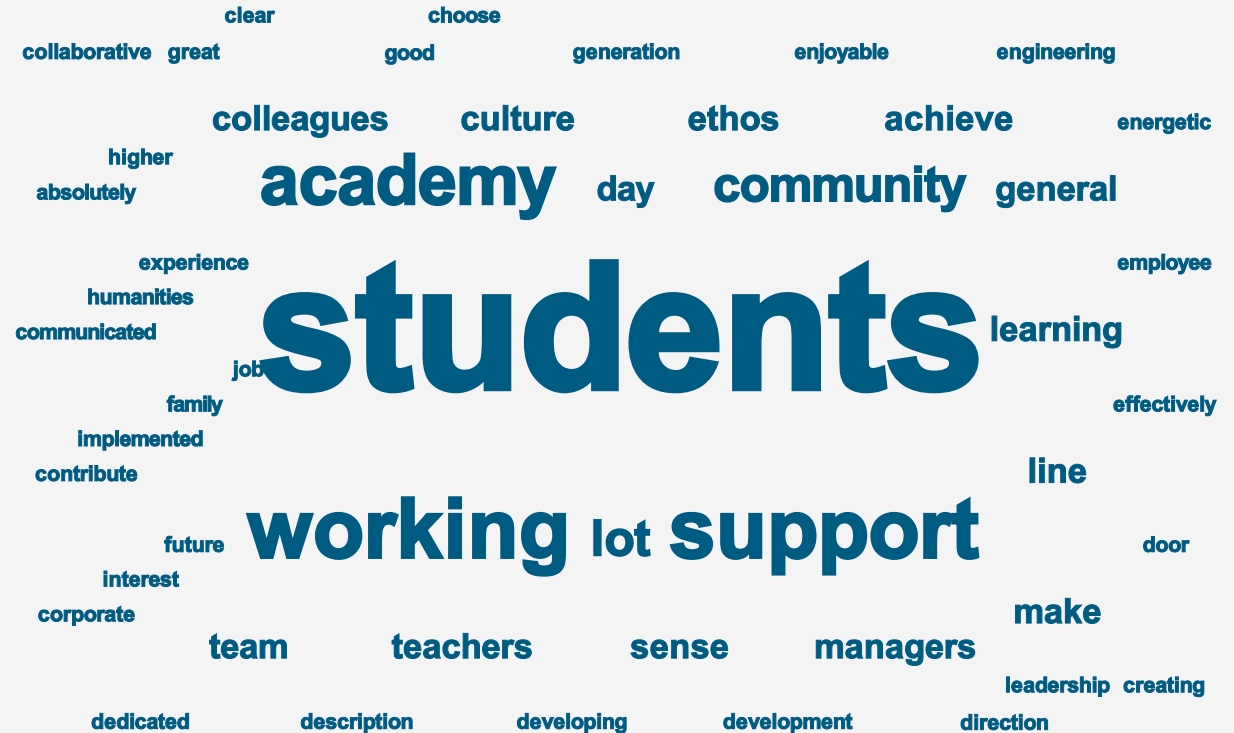
students

support

working

academy

community



What are our people saying?



If within your power, what one thing would you change about working here?

The wordcloud shows the words most frequently used by your people in response to this question, with their font size corresponding to their frequency of use. The 5 words most frequently used are also shown below.

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Top 5 keywords

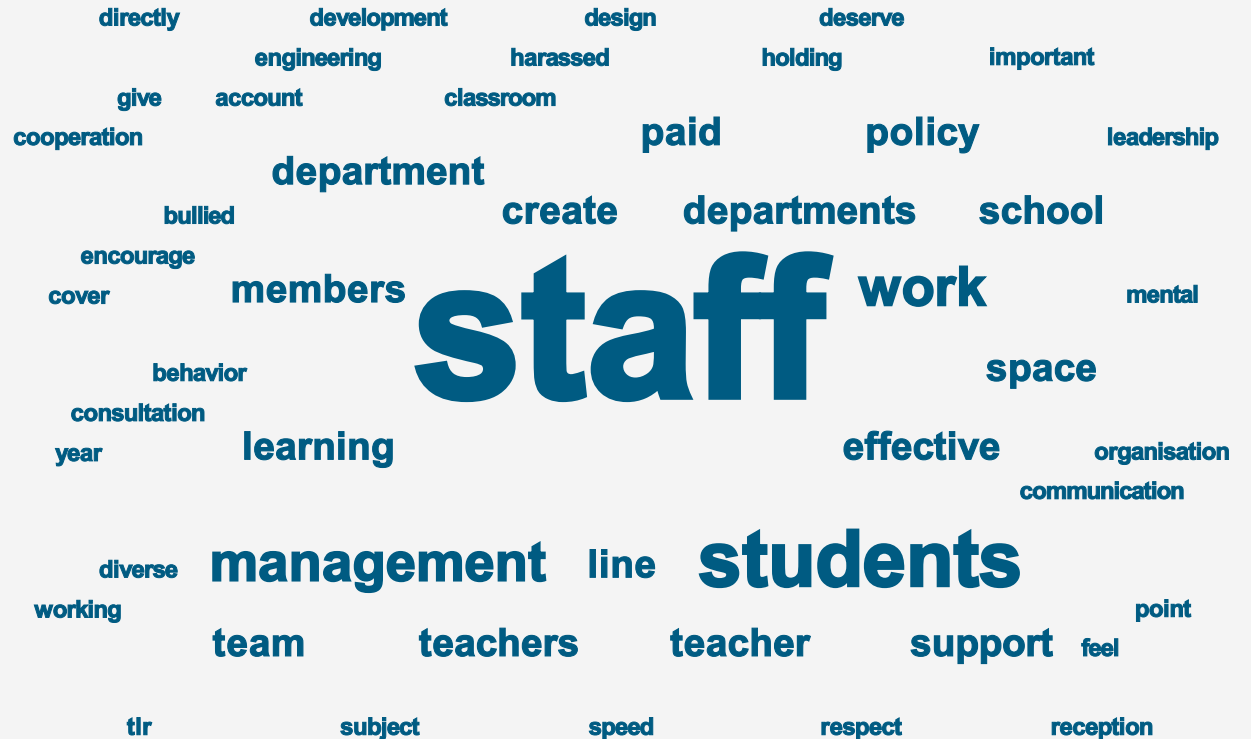
staff

students

management

work

create

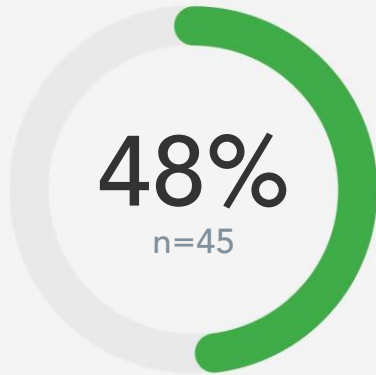


How many people responded?



Response rate

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Taking action is key!

45 people have responded to this survey, which is 48% of those invited to respond. 36% of those responding believe that action will take place as a result.

Visible action planning and continuous communication of how you are responding to the survey is vital in order to support and improve Engagement from this point forward.

Do they think anything will happen?

Impact	Question	Theme	Response favourability			Comparison
	I believe action will be taken as a result of this survey	Taking Action	36%	40%	24%	5%

Favourable Neutral Unfavourable


What to do now?






Action planning - things to focus on

- 1 The key drivers of Engagement are the best focus for action, especially where they are low scoring compared to other items or the comparator norms, or have declined since a previous survey.
- 2 If the key drivers are high scoring, then other questions that are below the comparator norms should be considered as action areas.
- 3 Review how Engagement varies by demographic. Identify whether lessons can be learned and shared from the higher performing areas.
- 4 Look at what your people are talking about. What are they saying should be changed or improved? Comments provide rich detail to support action planning.
- 5 Finally, from your perspective:
 - What are you most pleased about that you want to celebrate and maintain (for example, your absolute best results, or best compared to elsewhere)?
 - What stands out or concerns you the most?
 - What do you want to focus on now?

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We recommend identifying 3-5 action areas



01. What are we most pleased about?
02. What are we most concerned about?
03. What do we care about focusing on?

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